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Guide to the MIT GSU

Updated: March 2021

Welcome to the MIT Graduate Student Union! Our organization has been built by and for the graduate student-workers of MIT to fight for our collective interests and build a better campus. To best serve and represent our community, we strive to bring all student-workers into this project, to fight together as equals in solidarity. Towards that end, we have put together this guide to make the operations of our organization as clear as possible. At the start is the quick start guide just covering the very basics and then we have a more detailed reference below. We encourage student-workers to reach out to any of our organizers with any and all questions or suggestions for this guide or the GSU generally. You can also reach our staff organizer directly, Jeff Rosenberg (***@Jeff Rosenberg (he/him)*** on slack or ***mitgsu.staff@gmail.com*** for email).

Quick Start

Everything you need to hit the ground running!
Always feel free to ask questions. More detailed information provided below.

What is a union? Why a union?

Our union is a democratic organization of student-workers who use collective action to build power and a voice in the workplace. We center these values in both our goals and how we operate. We are building a union because we see unionization and collective action as the basis for building meaningful collective student-worker voice and power at MIT so student-worker interests will be a part of every level of decision making. Concretely, this could mean changes like protections from abusive, negligent, or dysfunctional advisors; compensation in line with the cost of living in Cambridge for all; protections and support for international student-workers; additional benefits like dental, an affordable child care subsidy, and tax assistance; and increased prioritization of DEI work across campus. We make this university run, and so we think we should have more of a say in how we run this university!

Orientations

Come learn more about the MIT GSU and have your questions answered in a short one hour meeting. We want to learn about what you care about and ensure that your concerns are represented in the work we are doing together. We run orientation sessions, currently two general orientations a week and one international student orientation every two weeks. The scheduled orientations are posted in the *#_general* channel on slack.

Meeting Basics

Meetings can range in size, goals, and styles, but our meetings have some common features.

- **Community and discussion guidelines:** We aim to build union spaces that are proactively inclusive and participatory. To ensure that, we have collectively written these guidelines for our discussions. If you ever are concerned about adherence to these guidelines in GSU organizing spaces or generally by GSU organizers, you can contact the union ombuds at ***mitgsu.ombuds@gmail.com*** to discuss with them.

- **Agenda/minutes:** In almost all meetings, we have a planned agenda for what will be discussed and take basic minutes from the meetings which are stored in our drive. These minutes are meant to make ongoing participation in our work as smooth as possible for all grad student-workers and to keep our work on track week to week.
- **Stack:** To keep discussions as orderly and inclusive as possible, we use a discussion system called “stack.” This is basically a queue in which meeting attendees will get into the queue to speak by raising up 1 finger or typing “1” into the chat. If someone would like to directly respond to another point or question which was just raised, they do so by raising up 2 fingers or typing “2” into the chat. Attendees will then be asked to speak in that order by the facilitator.

Communications

There are a few ways that we typically communicate in the union outside of our meetings.

- **Slack:** Our slack is where the majority of our communications occur, including individual and group coordination of work, announcements about upcoming activity and meetings, updates about ongoing work, and questions from new and experienced organizers alike.
- **Listserv:** We have a listserv which we use primarily for weekly digest on union activity and issue campaign updates. This is a great way to stay up to date with some of our activity.
- **Calendar:** We keep most union meetings on our calendar with virtual links attached. If you are interested in joining for any activity, reach out to our staff organizer or the person who created the calendar event to learn more.

Organization

A summary of our active bylaws can be found here. It should be noted that these are not static but are growing and changing to meet the needs of our organization.

Resources for grad student-workers!!!

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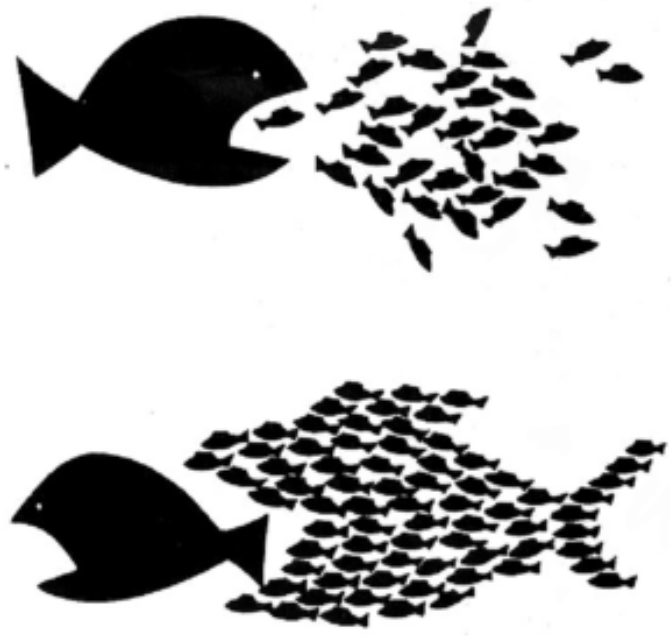
How to Learn More

Orientation Sessions and FAQ

We hold in-person departmental orientation sessions on a weekly basis. These orientation sessions cover some basic facts about unionization in general and information about our organization in particular. We recommend that new members attend one of these sessions as they are an excellent opportunity to learn more about the union and to ask an organizer whatever questions you have. If you would feel more comfortable reading through some background on your own you can check out our **FAQ**.

One-on-One Meetings

We are always happy to meet with interested grad student-workers! Please reach out to an organizer directly or to our staff organizer (***mitgsu.staff@gmail.com***) to meet up. We can get on a zoom call and talk with you about anything you want related to the issues you care about, changes you'd like to see at MIT, the background and basics of the MIT GSU, or grad unions generally. We care about your opinion and there are no bad questions.



We are stronger when we work together!

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How to Get Involved

Department Organizing

Much of the unions current organizing structure is built at the department level, as this is the most important way for us to ensure we are connecting with and organizing the broadest swath of the grad worker population as possible, across disciplines and life circumstances.

This work is led by **Department Coordinators** (DCs), grad workers taking on responsibilities for growing the presence of the union in the dept, recruiting leaders, developing organizing, understanding the issues, and representing those issues back to the central Coordinating Committee of the union. This is a volunteer position and any grad worker who is interested in taking it on can train up to take on the role through training the union runs on a regular basis.

Most departments have **weekly Department Coordination meetings** to bring together DCs, Union Representatives, and organizers in the dept to discuss their conversations, plans for the next week, the issues in the dept, and union wide updates. These meetings are a natural next step to take for grad workers interested in helping to build the union and fight for change in their department and we encourage you to join.

Union Representatives

Union Representatives (or union reps) are an absolutely crucial role in building the collective power and voice of grad workers at MIT through unionization. Union Reps will be the hundreds of grad workers signed up to help build our union through talking to their co-workers about the issues they care about to make sure they are represented in the union, talk to them about what the union is doing to give them opportunities to get involved themselves, act as the public face of the union in their area of work, and help to collect authorization cards once we have gone public.

This role is organizationally critical, but designed to be manageable and variable for the individuals taking it on. If you are interested in being a Union Rep, we recommend getting to an organizer training and talking to a Department Coordinator, Union Rep, or staff organizer to get more information.

Issue Campaigns

We are actively working on improving the conditions for grad student-workers as we are organizing our union and building the union around these core issues in the process. Our efforts have allowed us to bring together student advocates from across campus, including work with dozens of other student groups, to understand the challenges we face, raise awareness, and pressure the administration to work with us now. Below are brief descriptions of some of our past and ongoing issue campaigns.

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RISE [February 2020 - April 2021]

Following on our mental health campaign victories, we planned to continue to address root causes of the mental health crisis. Specifically, we aimed to address the issues of harassment and discrimination on campus. Following the national uprisings against police terror in the summer of 2020 and the Support Black Lives Petition from BGSA, we formed a coalition to fight these issues together. Reject Injustice through Student Empowerment (RISE) is a grassroots effort led by Graduate Students for a Healthy MIT (representing the GSU publicly), Black Graduate Student Association, and Graduate Student Council Diversity, Equity, and Inclusion committee. Our mission is to fight racism and sexism on our campus to guarantee the right to a safe working and educational environment free of harassment, discrimination, and abuse. We can only accomplish such massive change through the meaningful empowerment of marginalized and disempowered voices on our campus. We demand that campus leadership not stand in the way of change, either overtly or by funneling students into empty advisory roles. Empowerment means sharing leadership and power. Our campus must be meaningfully transformed and this is the only way forward. If you are interested in learning more about the current activity of this campaign, you can use ***this reference*** to learn more.

Contact Kara Rodby or Ki-Jana Carter with any questions

@MITCovidRelief [April 2020 - Ongoing!]

Since the administration began to announce their zig-zag plans on how MIT will respond to the COVID-19 pandemic, our organization has been following closely to ensure that student-worker well-being is not left out of institute plans. As the crisis has developed, student-workers realized pressing areas of concern and brought them to us to work together. We quickly assembled students from the most acutely affected departments and coalesced our voices into an open letter, which garnered support from well over 10% of student-workers plus hundreds of MIT community allies including faculty and staff. After ramping up the pressure on the administration, we have won concessions on summer funding for student-workers who have lost their funding source, extension of health insurance, appointments for recent grads to maintain their job status, and greater student participation in these decisions. We are still pushing on these issues right now and need your help to ensure MIT takes responsibility for supporting the student-workers who make this place run.

Contact Daniel Engelberg with any questions
Weekly meetings on Monday at 5pm EST

International Student Working Group [January 2020 - Ongoing!]

International students face an even higher degree of precarity in their work than domestic students due to the reliance of their visa status on their enrollment at MIT and their inability to work elsewhere. Additionally, international students can face racist discrimination based on their nationality from faculty, admin, and the US government. We began working on international student issues in light of the xenophobic attacks on immigration by the Trump administration in 2020, including the announcement of ICE campus visits in January, and the July 6 ICE student ban. We have continued to address the fallout of these restrictions, as well as the coronavirus

pandemic, fighting to ensure that international students are able to receive paid overseas appointments, while advocating within departments so that new international students can pursue in-person coursework, and thereby enter the US.

More broadly, we have been building connections and fostering community among international students, who have historically been silo-ed by their departments and nationalities. To this end, we have hosted town halls, and created the international-support-network mailing list. This has provided a platform for hearing about and addressing international student concerns. We are continuing to grow this community by outreach within departments, and in the process, better understanding concerns over visa precarity, lack of financial support, and exploitation by advisers. We have also built ties with other student unions to better understand what protections they have won for their international students, and plan to keep working towards our goal of guaranteed protections for all international students at MIT. A more detailed overview of our Areas of Work can be found here.

Contact Xuan Tan with any questions
Weekly meetings on Thursday at 9am EST

Graduate Students for a Healthy MIT [June 2019 - April 2020]

This was our first issue campaign, starting in Fall 2019, focusing on the mental health crisis for grad student workers nationally. We fought for – and won – substantial increases in our mental healthcare access and coverage, with the new insurance product covering free weekly therapy, as well as increased referral services and additional trans inclusive benefits, starting in September 2020. Our campaign also focused on advising issues, which helped us to have hundreds of conversations with student-workers about root causes of the mental health crisis. The administration proved more intransigent on these issues, leading us to push to build for a stronger second push with our harassment and discrimination work addressing many of the same demands. Overall, this work allowed us to develop our organizational capacity, outreach to the student-worker community, and win important benefits for student-workers.

Contact Jeff Rosenberg or Husayn Karimi with any questions

Affordable Housing [January 2020 - Ongoing!]

Our housing campaign began when MIT announced large rent hikes in early 2020 for the coming year, including their plans to tear down one of two buildings of affordable family units, Eastgate, and replacing it with the far more expensive Site 4. This would result in a 60% rent hike for these families and decreased affordable options across the board for all MIT grad students.

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Meeting Basics

Community and Discussion Guidelines

We have put together a shared set of expectations for how to conduct ourselves in this organizing space, outlined in our Community and Discussion Guidelines. The community guidelines are meant to guide our discussions and interpersonal interactions, such that we can have respectful, inclusive, and meaningful discourse, and create a space for everyone to be heard. We have recently introduced an **ombuds role** to mediate interpersonal conflicts if desired and to continually assess our climate and report regularly to the OC on successful and problematic practices/occurrences in our organizing space.

If any student-worker feels uncomfortable or has a concern they wish to raise, we encourage reaching out to an ombudsperson (mitgsu.ombuds@gmail.com). The **current ombuds council** includes Ethan Baker, Amina Matt, and Madeleine Sutherland.

Stack

We use the process of “stack” as a tool to make our meetings as productive and inclusive as possible, to ensure our discussions are well ordered and not dominated by a few individuals, by having the stack taker keep a queue of comments.

To get on stack with a new comment, raise one finger in the air to indicate to the stack taker, who will write down your name on the board. If you have a direct response to something which was just said, raise two fingers to stack and your comment will be raised in the queue. During zoom meetings you can also type a “1” or “2” in the chat to get on stack. If you cannot access the chat and do not have your camera on, you can also verbally get on stack by saying “(Your name) for stack” or “(Your name) for direct response.”

The person keeping stack has historically had the discretion to change the order or cut off a long series of twos. This is to prevent people from abusing the privilege of “direct response” and to lift up the voices of people who are being missed. All members are encouraged to be cognizant of the space they take up and create room for others, taking note of the right time to step up to raise concerns and when to step back to create more space for others. If you agree with a comment, rather than raising your agreement as a separate comment, we ask that folks snap to show their agreement.

Facilitation

All of our meetings have a facilitator or a pair of co-facilitators to guide the flow of the meeting. This role is responsible for providing a meeting agenda, guiding discussion where needed, and ensuring that the meeting is run in a timely and inclusive manner. Good discussion facilitation takes practice and we recommend that first time facilitators partner with a more experienced facilitator to provide mentorship. We have also compiled a ***facilitation guide*** which we recommend anyone interested in facilitation takes a glance at for guidance and advice.

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Agenda/Minutes

All of our meetings have an agenda set beforehand and associated minutes taken at the meeting. We have a **minutes template** as well which is used to record meeting logistics, attendance, roles, agenda, action items, and the main points of discussion. We do not expect our minutes to reflect the meeting discussion verbatim. Rather, we ask those taking minutes to capture the main idea of points raised and to highlight any points of contention. We encourage sharing the minutes live during discussions to better accommodate non-native English speakers and any hearing impairments.

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Communication

We have three main tools for distributing information throughout the union membership: an email listserv for announcements, slack for discussion, and a calendar for events. If you do not have access to any of these resources, please contact an organizer or the OC (mitgradunion@gmail.com).

Listserv

- Our listserv is operated through a google group, MIT GSU
- We use this primarily for reaching out to our membership with announcements for events, meeting reminders, and voting proposals

Slack

- This is our primary mode of communication for planning and discussing our ongoing work
- It is organized into channels, including #_general for getting announcements and discussion to the widest possible audience, #c_XXX for committee channels, #sc_XXX for subcommittee channels, #r_XXX for recruitment teams, and #d_XXX for departmental organizing
- Additional channels everyone should be aware of are #meeting_preparation (for finding people to fill roles and set the agenda for Friday Organizing Committee meetings), and #news/#random (for sharing relevant news and upcoming events)
- Most of our organizers are regularly on slack and can be contacted by direct messaging them or tagging them in a post, any new members with questions or concerns are encouraged to direct message organizers

Calendar

- Our meetings and upcoming events are noted on the google calendar that we maintain, can be added to your google calendar as long as you are a member of the google group

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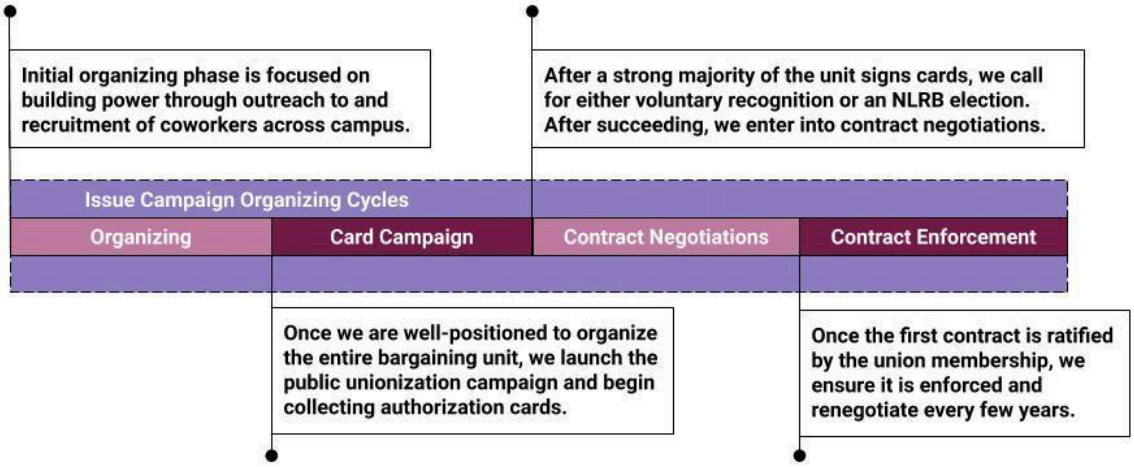
Unionization Timeline


Initial organizing phase is focused on building power through outreach to and recruitment of coworkers across campus.
After a strong majority of the unit signs cards, we call for either voluntary recognition or an NLRB election. After succeeding, we enter into contract negotiations.
Issue Campaign Organizing Cycles
Organizing
Card Campaign
Contract Negotiations
Contract Enforcement
Once we are well-positioned to organize the entire bargaining unit, we launch the public unionization campaign and begin collecting authorization cards.
Once the first contract is ratified by the union membership, we ensure it is enforced and renegotiate every few years.

Going Public: You can read more about our going public plans in **this brief**. The above timeline shows the general process for unionization. Initially there is a general organizing phase in which we begin to build our power by connecting workers together around shared interests. Much of this work for us has involved bringing people together to fight for change now in the form of issue campaigns. Fighting to address these common issues is the reason for building the union. We believe that the best way to build the union is by fighting for these issues and building solidarity and collective power in the process. Once we have developed to a point of having brought together enough grad student-workers to be able to reach the vast majority of grad student-workers on campus, then we announce ourselves publicly to the campus. This will mark a major shift in our activity.

Card Campaign: After going public, we begin organizing to collect authorization cards in the "card campaign." These cards are a way of legally showing support for the union and we aim to collect 70%+ of the grad student-worker population. This campaign will be a massive effort by the GSU to speak with the vast majority of grad workers to win them over to unionization (formally codified by signing a card) and try to bring in as many people as possible directly into union activity. With the launch of our card campaign, we can anticipate MIT will start their anti-union campaign. This anti-union campaign may often be the first exposure that grad workers have to unionization, so it is very important that we try to reach as many grad workers as possible first and that we are capable of combating anti-union talking points in our conversations.

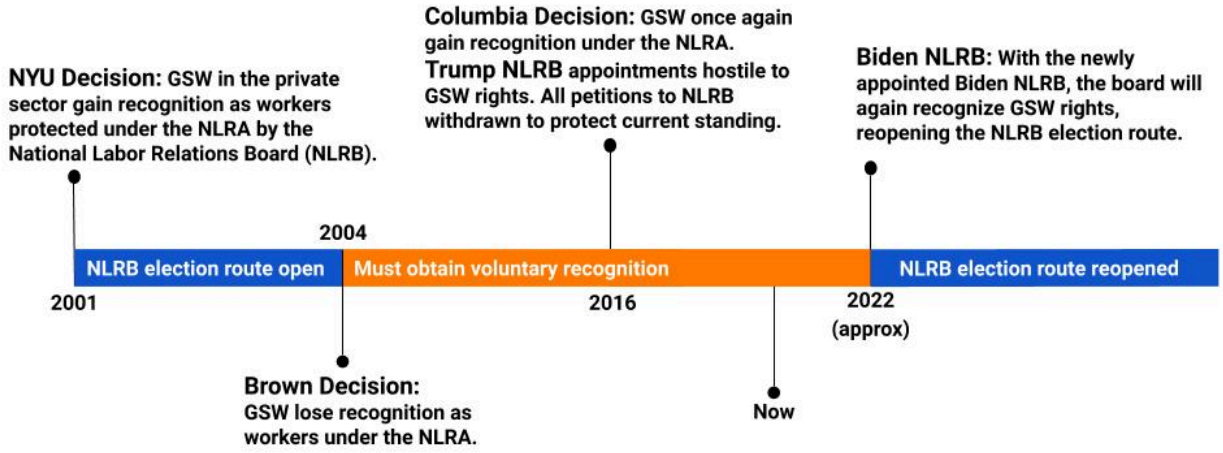
Union Authorization Election: With those cards, we demand that MIT sign an election agreement in which they will honor the results of a third party arbitrated election (more on challenges regarding the NLRB below). The section below explains further the challenges we anticipate surrounding this step. The election itself will be open to all potential members of the bargaining unit and we will work to win a strong majority by talking to our peers about why we want a union and building the organization to fight for the interests of all grad workers. The anti-union campaign will be hitting its peak leading up to the election, and so we will need to devote significant energy to following up with all of our contacts, even if we have them down as supportive, to try to keep them up to date and solidify their support.

Contract Negotiations: After the election, we will determine the goals for our first contract in an open, democratic, and participatory process. A bargaining team who will lead the negotiations

will be elected by all grad student-workers in the bargaining unit. These student workers will then begin negotiations with MIT with the rest of the union organizing to use our collective power for leverage to make MIT come to the table in good faith and give us what we deserve.

Contract Enforcement: Once we have won a contact, the agreement goes into effect with new benefits being made available and enforcement of the agreement by the union. Enforcement of the contact is done primarily through the implementation of a “grievance procedure” in which contact violations are addressed through a formal process with the support of trained graduate student-workers acting as union representatives (often called “stewards”) and union staff. This enforcement along with the legally binding language of the contract is what ensures that we get what we were promised and that we can protect grad student-workers from abuse and exploitation. Depending on the term of the contract, we then re-enter into negotiations to expand the contract every few years.

NLRB Legal Landscape


NYU Decision: GSW in the private sector gain recognition as workers protected under the NLRA by the National Labor Relations Board (NLRB).
Columbia Decision: GSW once again gain recognition under the NLRA.
Trump NLRB appointments hostile to GSW rights. All petitions to NLRB withdrawn to protect current standing.
Biden NLRB: With the newly appointed Biden NLRB, the board will again recognize GSW rights, reopening the NLRB election route.
2004
NLRB election route open
Must obtain voluntary recognition
NLRB election route reopened
2001
2016
2022
(approx)
Brown Decision:
GSW lose recognition as workers under the NLRA.
Now

Grad union organizing has involved many challenges for gaining legal recognition by the National Labor Relations Board (NLRB, or “the board”) which oversees the process of unionization in the private sector in the United States. MIT is a private university, putting our organizing efforts under the jurisdiction of the NLRB. The timeline above shows the recent history of changes by the NLRB regarding gradunionization in the private sector.

At this time, grad workers are recognized by the NLRB as employees based on the precedent established by the board in Columbia (2016). However, the current NLRB is composed of majority Trump appointees and they have made it clear that they intend to reverse the Columbia decision and strip grad workers of their NLRB recognition if given the opportunity. As a result, despite the current status of grad workers as protected employees by the NLRB, no grad union campaign has filed for an election with the NLRB to avoid giving the current board an opportunity to reverse the precedent set in Columbia. Concisely, we have recognition as workers, but lack the NLRB enforced route to union recognition by our employer, MIT. Instead, we aim to gain that legal recognition from MIT for our union through direct pressure on the administration to recognize the results of a union election (an “election agreement”).

The two most important things for us to know about the NLRB is **1) it is a political body appointed by the sitting president** and has thus flipped between Republican and Democrat

controlled depending on the presidential elections with a few year delay being typical for that change to take effect in political composition on the board. And **2) we need not rely on the legal framework of the NLRB and its political vacillations.** Other grad unions have succeeded in gaining an election agreement and subsequent recognition from their employer (Brown, NYU, Georgetown) without any help from the NLRB by building enough grad worker power through organizing. There is no reason why we cannot do the same and we currently plan to do so.

Timeline of NLRB

- **NYU:** This decision first granted private sector grad student-workers recognition by the NLRB and defended the rights of all grad student-workers to unionize. This decision helped to boost the drive of other schools to unionize.
- **Brown:** Under the Bush NLRB, the Brown decision reversed the previous NYU decision in 2004. This not only affected Brown grad student-worker organizing efforts, but also threatened the rights of grad workers with existing unions. For example, after the Brown decision, the NYU administration refused to bargain for a renewed contact with the grad union. Though they were eventually able to overcome these challenges and win a second contract before the reversal of this decision by the NLRB, it was a significant challenge nonetheless.
- **Columbia:** The Obama NLRB reversed the Brown decision in 2016, once again providing a significant boost to the organizing efforts of grad student-workers around the country. This decision recognized our status as both students and workers, breaking down the false dichotomy which had previously said that status as a student negated one's status as a worker.
- **Trump NLRB:** With the election of Trump and the appointment of the most anti-union NLRB perhaps in the history of the board, all grad unions withdrew their petitions to the NLRB. This was done to avoid the Trump board from making a decision reversing the Columbia decision and taking the rights of recognized grad unions away. This has taken away the tool of the NLRB from private grad unions, but it has also protected the gains of recently established private grad unions by allowing the precedent to stand.
- **New Rule Process:** The Trump NLRB has continued their attack against grad unions by pursuing the "rule-making" process in which the NLRB can undergo a lengthy process to overrule a decision without a case being brought before them. This process was stalled by a combination of concerted comment submission by grad unions around the country and the COVID-19 pandemic. Currently the process is stalled out. However, the Trump NLRB may still try to ram through the new rule before the end of their term. If this new rule is passed, the new NLRB will have to undergo the same lengthy process, delaying access to a grad union friendly NLRB.
- **Biden NLRB:** With the start of Biden's presidency, we can expect an eventual return to something similar to the Obama-era NLRB, meaning the board will once again recognize the rights of grad workers to unionize. This will still likely take at least a year for the new appointees to be on the board (currently September 2021, pending final appointees from Trump causing further delay). Our organizing strategy is not NLRB-dependent and does not involve petitioning the NLRB for an election. Even as we are not currently pursuing this path, the shift towards a more grad worker friendly NLRB presents a different political landscape. We will ultimately have this option as a backstop should MIT prove absolutely intransigent to our pressure for an election agreement. MIT admin know this too, and so the shifting landscape will mean that they will be less resistant to our organizing efforts and more likely to sign an election agreement.

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Glossary of Acronyms and Terms

MIT GSU Terms

- MIT GSU - MIT Graduate Student Union
- OC - Organizing Committee
- GBM - general body meeting
- R&E - Research and Education Committee
- V&S - Values and Structures Committee
- RT - Recruitment Team
- ISWG - International Students Working Group
- ISN - International Support Network
- MHC - Mental Health Campaign
- RISE - Reject Injustice Through Student Empowerment
- G4HMIT - Graduate Students for a Health MIT
- CR - COVID Relief

MIT Department and Programs

- Arch - Architecture
- BCS - Brain and Cognitive Sciences
- BE - Biological Engineering
- CEE - Civil and Environmental Engineering
- CoC - College of Computing
- CSAIL - Computer Science Artificial Intelligence Lab
- DLC - Departments, Labs, and Centers
- DMSE - Department of Material Science and Engineering
- DUSP - Department of Urban Studies and Planning
- EAPS - Earth, Atmospheric, and Planetary Sciences
- EECS - Electrical Engineering Computer Science
- HASTS - History, Anthropology, and Science, Technology, and Society
- HST - Health Sciences and Technology
- IDSS - Institute for Data, Systems, and Society
- LIDS - Laboratory for Information and Decision Systems
- MAS - Media Arts and Sciences (Media Lab)
- MTL - Microsystems Technology Laboratories
- ORC - Operations Research Center
- RLE - Research Laboratory of Electronics
- SA+P - School of Architecture and Planning
- SoE - School of Engineering
- SoS - School of Science
- SHASS - School of Humanities, Arts, and Social Sciences
- SoM - School of Management (Sloan)
- TPP - Technology and Policy Program
- WHOI - Woods Hole Oceanographic Institution

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MIT Student Groups

- AHEC - Ashdown House Executive Committee
- BGSA - Black Graduate Student Association
- KGSA - Korean Graduate Student Association
- GSC - Graduate Student Council
    - DEI - Diversity, Equity, and Inclusion Committee
    - Excomm - Executive Committee
    - GCM - General Council Meeting
    - ARC - Academics, Research, and Careers Committee
    - HCA - Housing and Community Affairs Committee
    - EAB - External Affairs Board
- GWAMIT - Graduate Women at MIT
- SPEC - Sidney Pacific Executive Committee
- REFS - Resources for Easing Friction and Stress
- UA - Undergraduate Association
- CSMPR - Institute Committee on Sexual Misconduct Prevention and Response
- TIXSAC - Title IX Student Advisory Committee
- GSOC-AC - Graduate Students of Color Advisory Council
- MITSAW - MIT Students Against War
- MIT-SWA - MIT Student Worker Alliance

MIT Offices and Committees

- DSL - Division of Student Life
- ISO - International Students Office
- MHH-DSP - MindHandHeart Department Support Project
- OGE - Office of Graduate Education
- OVC - Office of the Vice Chancellor
- SAHIAC - Student Affiliate Health Insurance Advisory Committee
- IDHR - Institute Discriminatin and Harassment Response Office
- EVPT - Executive Vice President and Treasurer
- ICEO - Institute Community and Equity Officer
- SFS - Student Financial Services
- VPR - Violence Prevention and Response
- MITIMCo - MIT Investment Management Company

Labor Organizations and Terms

- UE - United Electrical Workers
- UAW - United Auto Workers
- SEIU - Service Employees International Union
- AFT - American Federation of Teachers
- UNITE-HERE - Union of Needletrades, Industrial, and Textile Employees - Hotel Employees and Restaurant Employees Union
- AFSCME - American Federation of State, County and Municipal Employees
- AFL-CIO - American Federation of Labor and Congress of Industrial Organizations

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- P@W - Pride at Work (of AFL-CIO)
- JWJ - Jobs with Justice
- NLRA/NLRB - National Labor Relations Act/National Labor Relations Board
- HGSU-UAW - Harvard Graduate Student Union - UAW
- GENU-UAW - Graduate Employees of Northeastern University - UAW
- BUGWU-UAW - Boston University Graduate Workers Union - UAW
- CGEU - Coalition of Graduate Employee Unions
- BTU - Boston Teachers Union
- GBLC - Greater Boston Labor Council
- CPA - Chinese Progressive Association